

# EQUAL OPPORTUNITY AND THE LABOR FORCE

Major occupational categories are dissected  
by gender, race and Hispanic origin.



**E**qual Employment Opportunity (EEO) is not only part of the American labor lexicon, but also part of the law. Businesses bidding on federal contracts need to reflect local labor force diversity; in other words, your company's labor profile should have a similar composition as the labor profile in your state or local community. The U.S. Census Bureau uses the American Community Survey (ACS) EEO tabulation to paint your local area's labor profiles.

Major occupational categories comprise the labor force, such as managers or production workers, and then are further dissected by gender, race and Hispanic origin.


The occupational category with the most Utah employment is administrative support (over 220,000 workers). This long occupational list includes jobs like accounting and customer service representatives. The next category is another broadly inclusive area called service workers (around 162,000 Utah workers), including health care assistants, legal assistants, food preparers and servers, landscape workers and a list of others. The next categories are management occupations (158,600), sales workers (over 156,000) and other professionals (144,400), which include education and legal professionals.

## Equal employment opportunity data shows us how our work choices create various groupings in the economy.

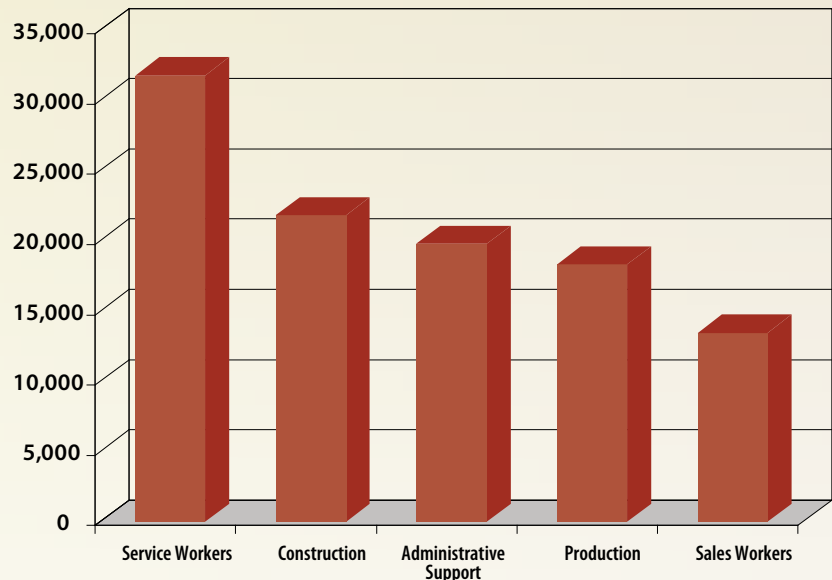
Not surprisingly, males heavily dominate some occupational areas. Most of these are physically demanding occupations, like construction, maintenance and repair, transportation and handling, and laborers. Construction is made up of 98 percent male workers. Maintenance and repair is 93 percent male, and the science, engineering and computer areas are 83 percent male.

Females dominate other areas, such as administrative support, a broad category called services, the health care arena and then other professionals, another broad category.

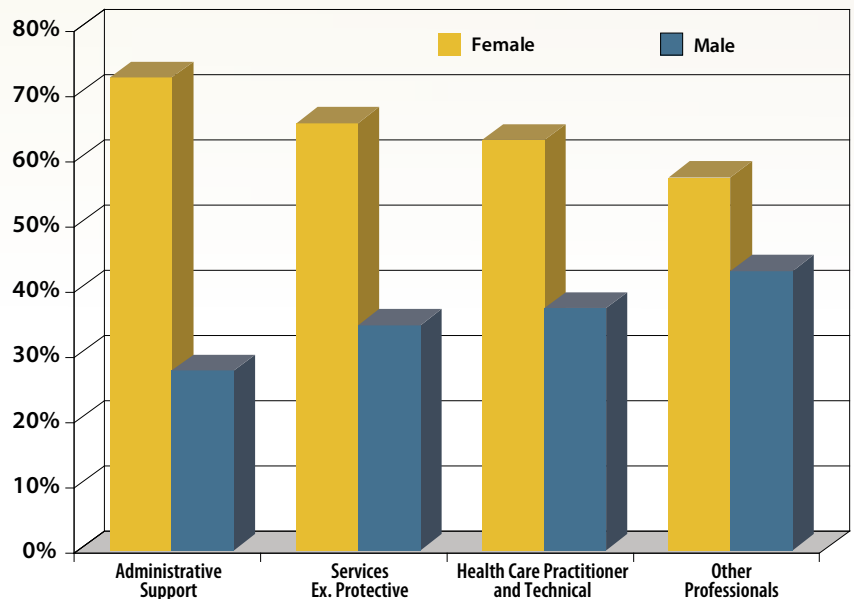
The Hispanic community does not dominate a particular area, but they do congregate in certain occupational groups, starting with service workers and then through construction, administrative support, production and sales. Hispanics work in all occupational areas, but these are their prominent fields.

People are free to choose where they work and in what occupational fields, but EEO data shows us how the aggregation of those individual decisions creates various groupings in the economy. 

### UTAH TOP HISPANIC OCCUPATIONAL GROUPS



### UTAH OCCUPATIONS DOMINATED BY WOMEN



Source: Census 2006, 2010 American Community Survey, EEO Tabulation